



## LOAVES & FISHES/FRIENDSHIP TRAYS DIVERSITY, INCLUSION AND EQUITY POLICY

### **Diversity**

***Diversity is the presence of difference within a given setting. In this case the workplace is the setting, and the differences typically refer to identity like race and gender, and sometimes ethnicity, religion, nationality, or sexual orientation. A person isn't diverse. They're unique. They can bring diversity to a group though. You're not looking for a diverse candidate. Diversity is about a collective or a group.***

### **Inclusion**

***Inclusion has to do with people with different identities feeling and/or being valued, empowered, and welcomed within a given setting (whether that's a team, workplace, or industry). Longtime Diversity, Equity, and Inclusion educator, Verna Myers, said: "Diversity is being asked to the party. Inclusion is being asked to dance." Inclusion isn't a natural consequence of diversity. You can have a diverse team of talent, but that doesn't mean they feel welcomed or valued or are given opportunities to grow.***

### **Equity**

***Equity is an approach that ensures everyone has access to the same opportunities. Equity recognizes that we don't all start from the same place because advantages and barriers exist. It's a process that acknowledges uneven starting places and seeks to correct the imbalance. Diversity and inclusion are both outcomes. Equity is not. It refers to the process an organization engages in to ensure that people with marginalized identities have the opportunity to grow, contribute, and develop.***

---

At Loaves & Fishes/Friendship Trays, Inc. a diverse, inclusive, and equitable workplace is one where all employees and volunteers - whatever their gender, race, ethnicity, national origin, age, sexual orientation or identity, education, or disability - feel valued and respected. We are committed to a nondiscriminatory approach and provide equal opportunity for employment and advancement in all our departments, programs, and worksites. We respect and value diverse life experiences and heritages and ensure that all voices are valued and heard.

We're committed to modeling diversity and inclusion for the local nonprofit sector, and to maintaining an inclusive environment with equitable treatment for all.

To provide informed, authentic leadership for cultural equity, Loaves & Fishes/Friendship Trays strives to:

- See diversity, inclusion, and equity as connected to our mission and critical to ensure the well-being of all our stakeholders.
- Look for, acknowledge, and dismantle any inequities within our policies, systems, programs, and services, and continually update and report organization progress.
- Explore potential underlying, unquestioned assumptions that interfere with inclusiveness.
- Advocate for and support board-level thinking about how systemic inequities impact our organization's work, and how best to address that in a way that is consistent with our mission.
- Help to challenge assumptions about what it takes to be a strong leader at our organization, and who is well-positioned to provide leadership.
- Practice and encourage transparent communication in all interactions.
- Commit time and resources to expand more diverse leadership within our board, staff, committee, and advisory bodies.
- Lead with respect and tolerance. We expect all employees and volunteers to embrace this notion and to express it with all stakeholders and through everyday practices.